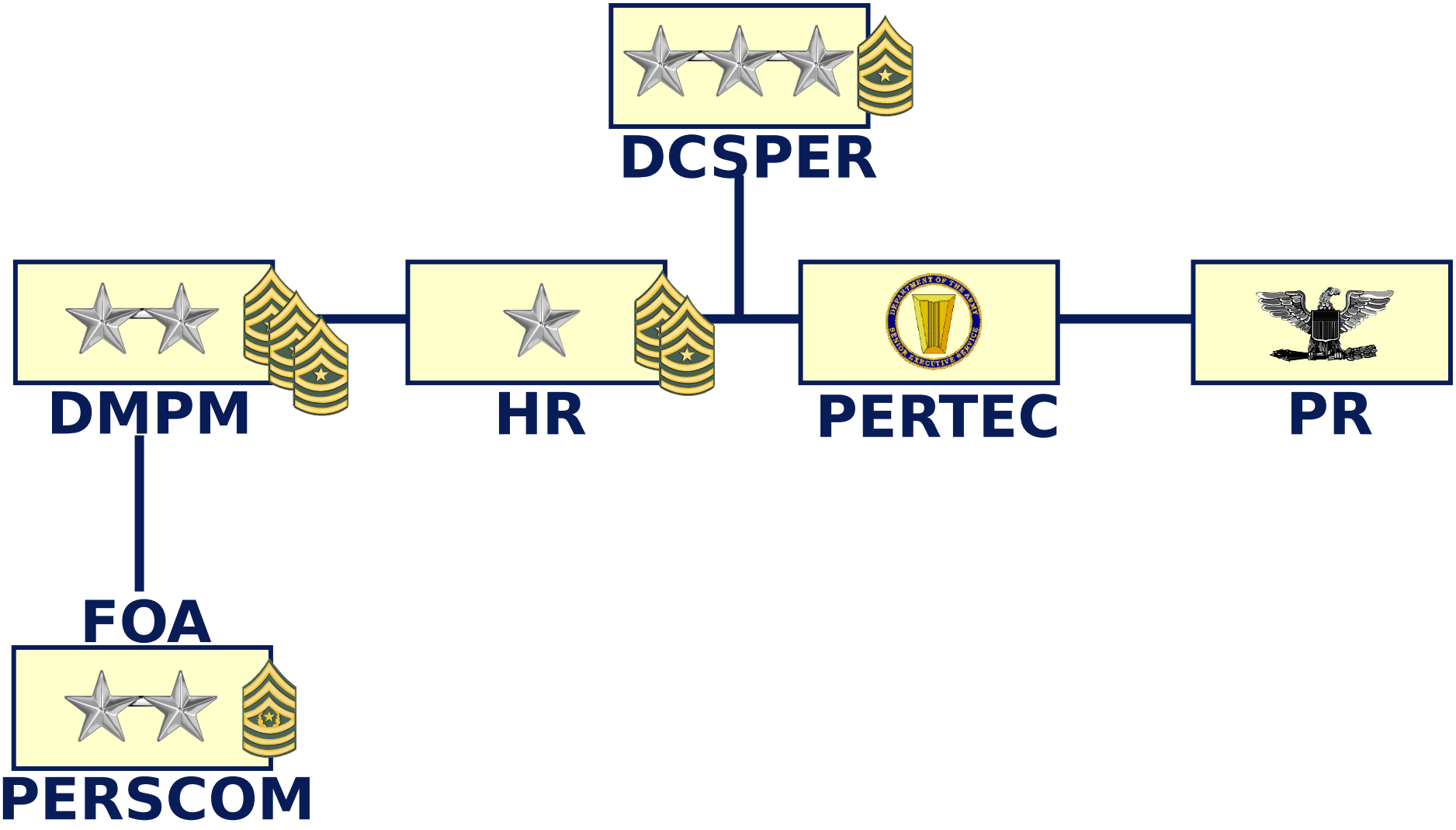
SGM Strickland, DCSPER SGM


DCSPER
DMPM
HR
PERTEC
PR
FOA
PERSCOM

America's Army: Then and Now

1973	1988		2000
801.0K	780.8K	Force Size	480K
32%	49%	Married - Enlisted	51%
78%	71%	Officer	73%
1M	1M	Total # of Family Members	714K
0.9	1.5	Avg # of Children	2.0
22	24	Median age - Enlisted	27
2.6%	11.0%	Gender: Female	15.3%
21.9%	36.0%	Racial Minority Composition	41.6%
58%	89%	Enlisted with H.S. Diplomas	88%

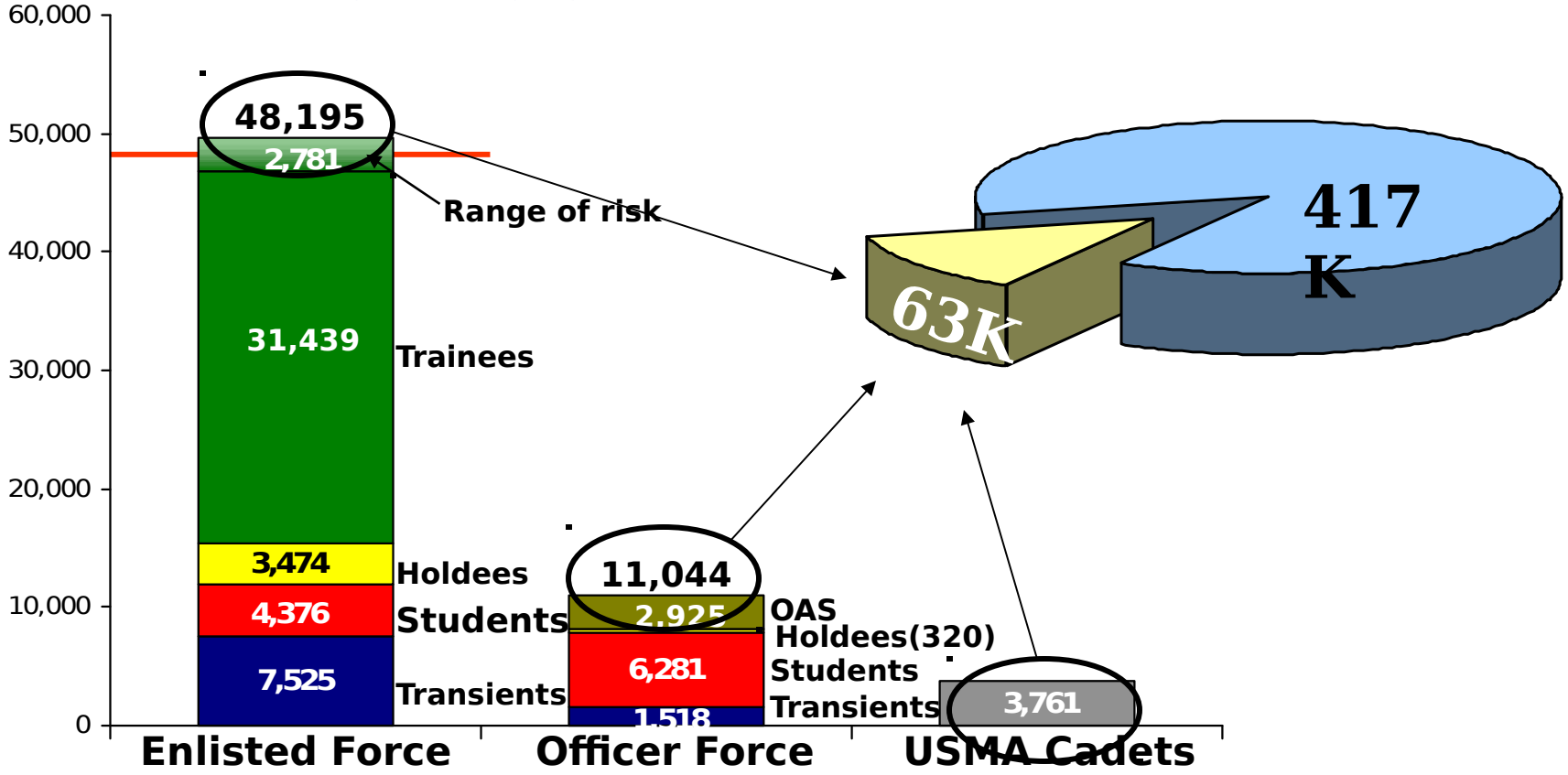
"Soldiers on Point for the Nat

The Army

	FY 89	Current	FY01 Target
Active Army	770K	473.4K	480K
USAR	319K	206.3K	205K
ARNG	457K	350.5K	350K
DAC	403K	229K	232K
Retirees	N/A	670K	

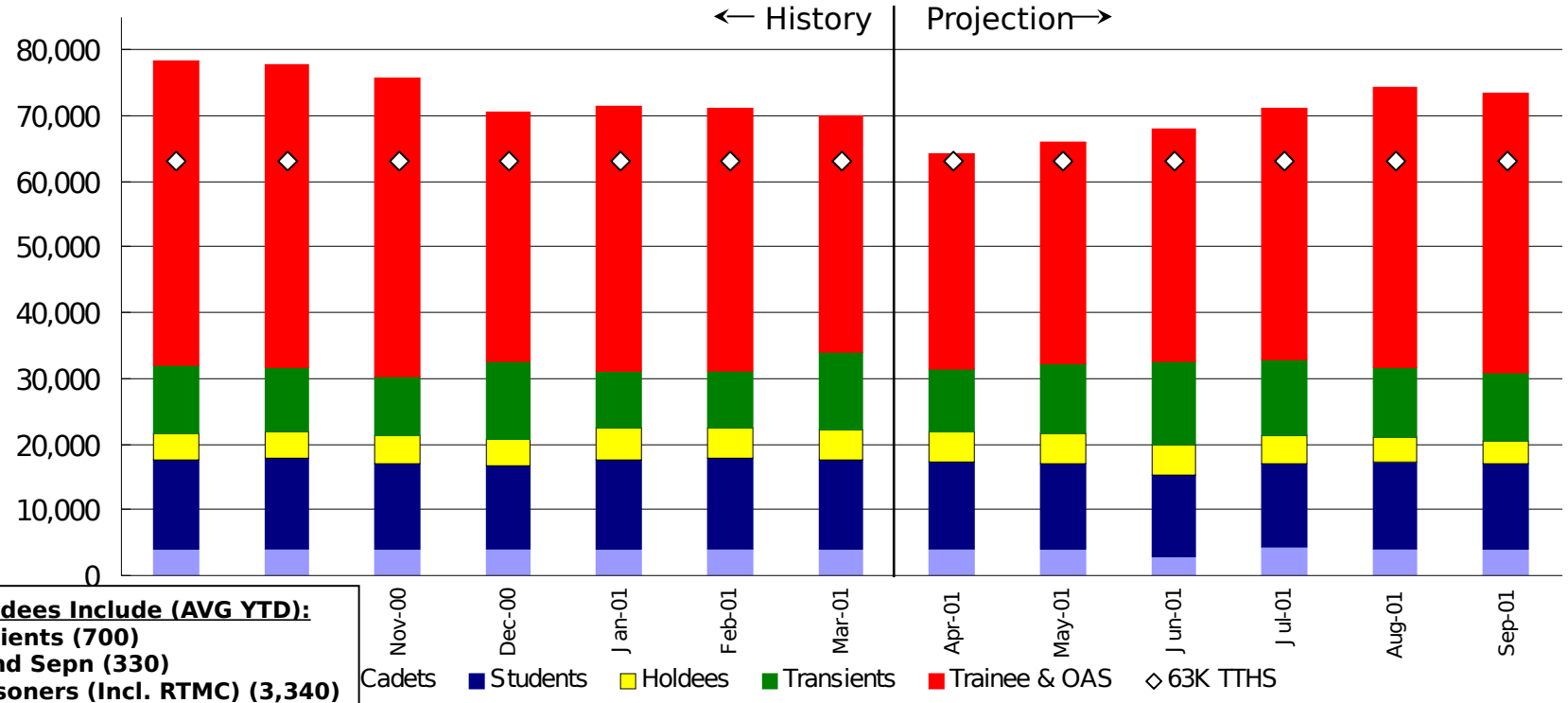
As of MAR 00

TTHS Size and Mix FY01-05



- **Enlisted TTHS includes range of risk mid point**
  - **Risk determined by assumptions on future force behavior: retention, attrition and recruiting performance**
- **Army Training requirements drive 83% of the total TTHS (~52.3K of 63K)**

FY01 Active Army TTHS



Holdees Include (AVG YTD):
Patients (700)
Pend Sepn (330)
Prisoners (Incl. RTMC) (3,340)

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	MY's
Trainees & OAS	46,354	45,408	38,085	40,456	40,121	35,937	32,863	33,897	35,573	38,403	42,451	42,651	39,501
Transients (incl. HRAP)	9,654	9,041	11,623	8,679	8,713	12,015	9,428	10,662	12,695	11,588	10,673	10,311	10,430
Holdees	4,129	4,158	4,067	4,863	4,509	4,490	4,509	4,539	4,522	4,221	3,931	3,601	4,313
Students	13,719	13,005	12,725	13,543	13,804	13,587	13,395	13,038	12,259	12,776	13,116	12,924	13,181
Cadets	4,081	4,072	4,059	4,049	4,041	4,020	4,016	3,966	2,966	4,206	4,110	4,000	3,969
Total TTHS	77,937	75,684	70,559	71,590	71,188	70,049	64,211	66,102	68,015	71,194	74,281	73,487	71,393
OSD	-13,251	-11,085	-10,943	-9,127	-8,276	-9,925	-5,723	-6,659	-7,318	-8,855	-10,012	-9,268	-9,366

Based on data through Mar 01

"Soldiers on Point for the Nat

Numbers

ES

66,150 Officer
11,650 Warrant
398,200 Enlisted
4,000 Cadets

ES 480K

FSA

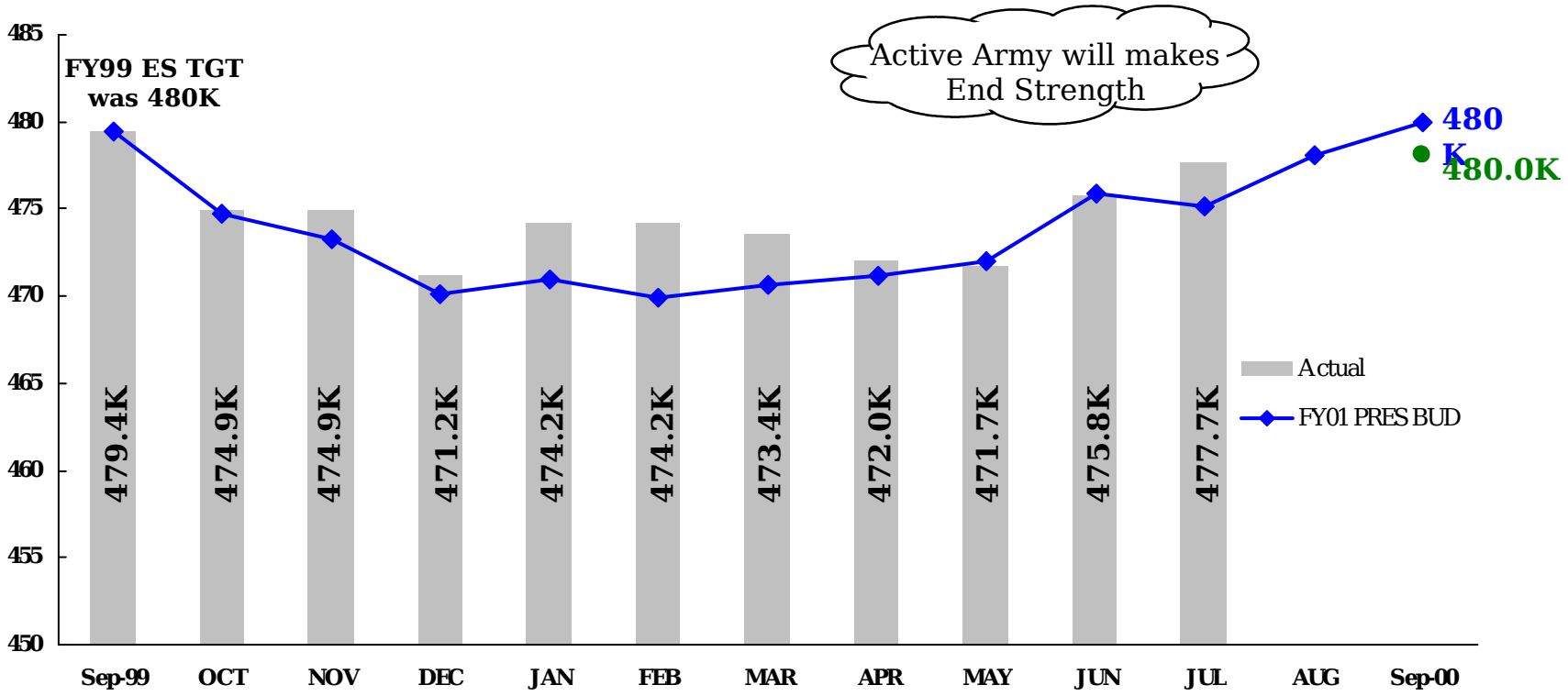
417,000
55,000 Officer
10,000 Warrant
352,000 Enlisted
Cadets

TOE - 302
TDA - 115

THS

63,000
11,000
1,000
46,000
4,000

FY00 Srength Success



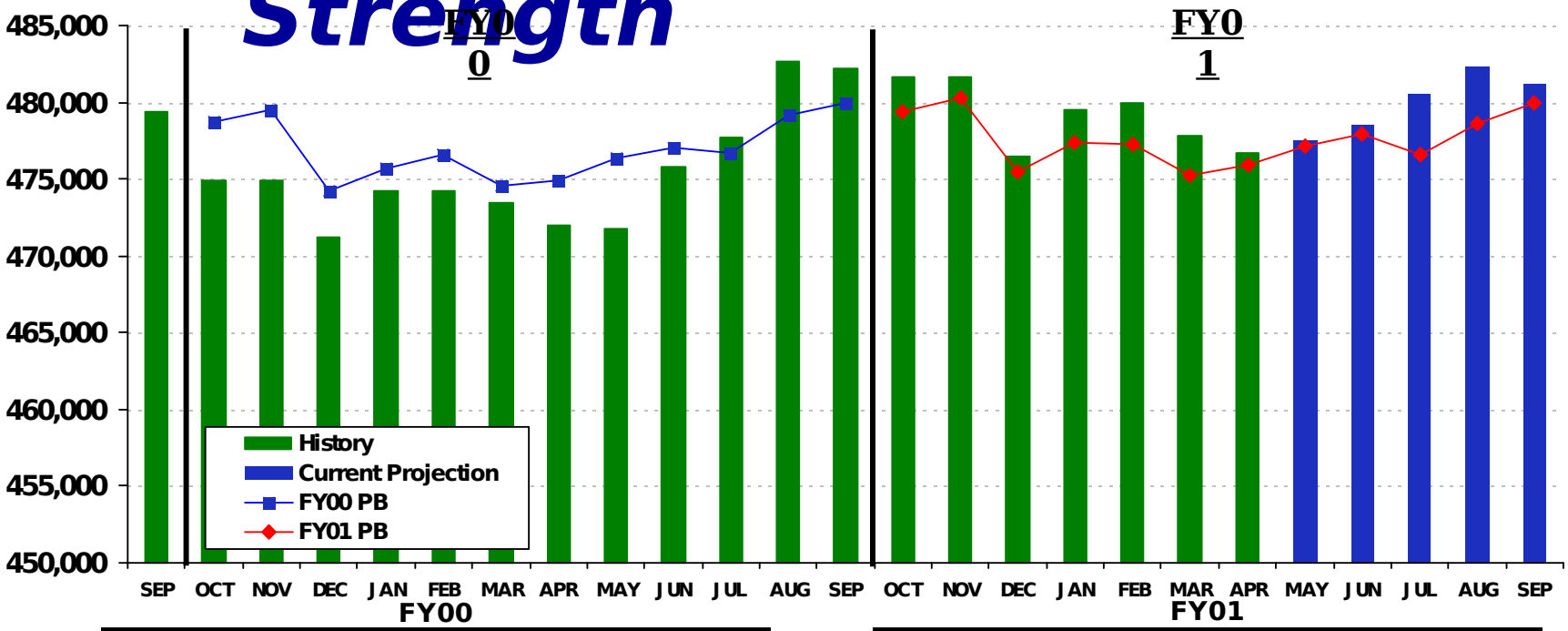
Management Actions Continue to Make Up for Recruiting Projections.

- ***managed loss reduction***
- ***retention increases***
- ***accession program changes***
- ***attrition reduction (IET***

	Target	Delta	Projected	
Officer	77.8K	-1.2K	76.6K	
Enlisted	398.2K	2.4K	400.6K	
Cadet	4.0K		4.0K	0K

he Nat

FY00/01 Active Army Strength



FY00

	FY00 PB	Actual
End Strength	480K	482K
Average Strength	477.6K	475K
Recruiting	80K	80.1K
Retention	71K	

FY01

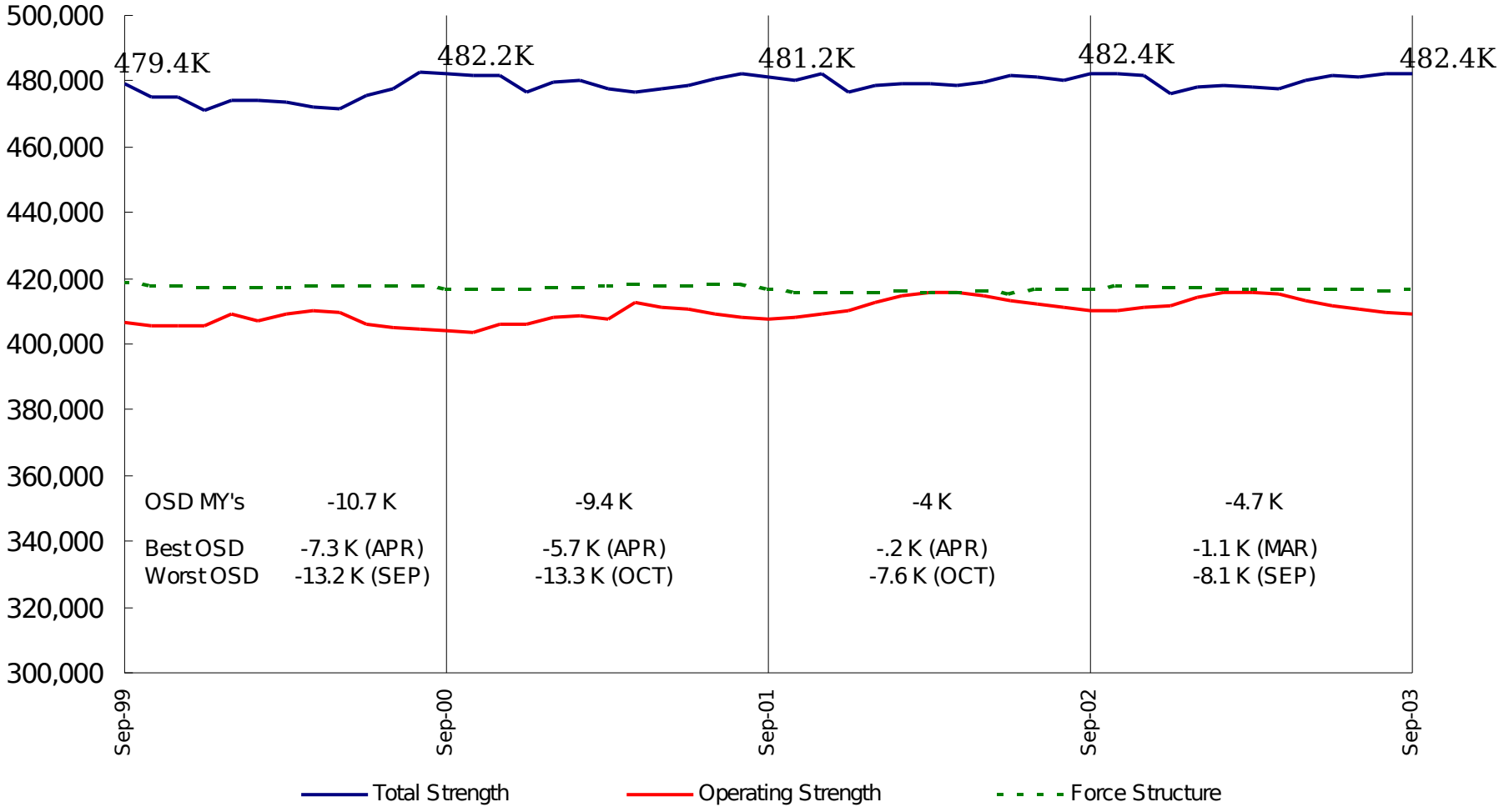
	FY01 PB	Current Proj.
End Strength	480K	481.2K
Average Strength	477.6K	479.5K
Recruiting	75.6K	75.8K
Retention	64K	

Army manning picture continues to improve:

- Recruiting: continue to project mission accomplishment
- Retention: strong relative to goal
- Re-enlistments: on track to exceed mission

Army average strength up = improved readiness

TOTAL ACTIVE ARMY MANNING FY 00-03
Mar 01 Data Update



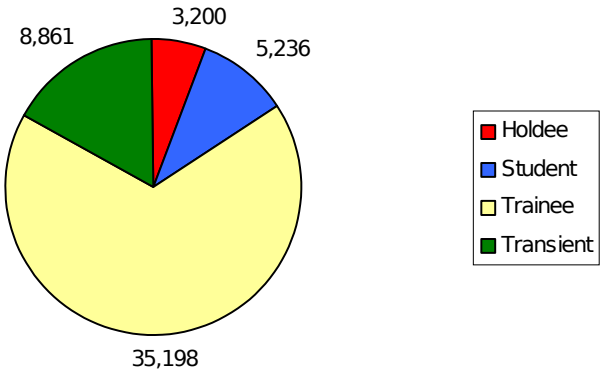
FY00 **FY01** **FY02** **FY03**

FSA: 9909 UAD OCT-NOV FY00; 9911 UAD DEC-JUN FY00; 0006 UAD JUL-AUG FY00; 0009PMAD SEP 00; 0102 PMAD OCT 00-MAR 01;
0104 UAD APR 01-FY07.

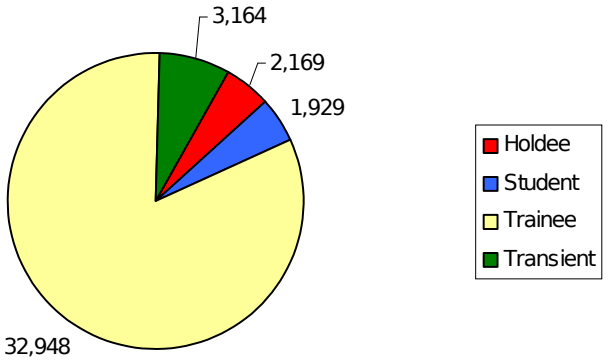
Forecast based on historical data through MAR 01

FY 00 TTHS by Grade

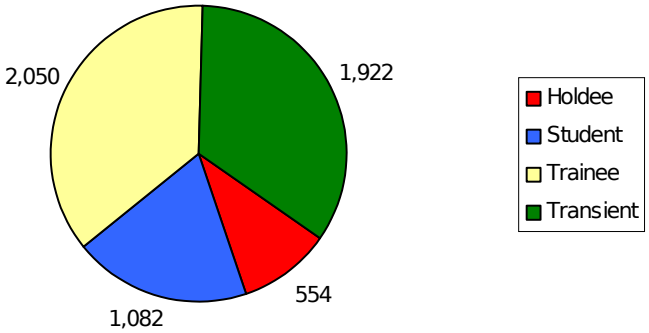
Enlisted TTHS (FY00)



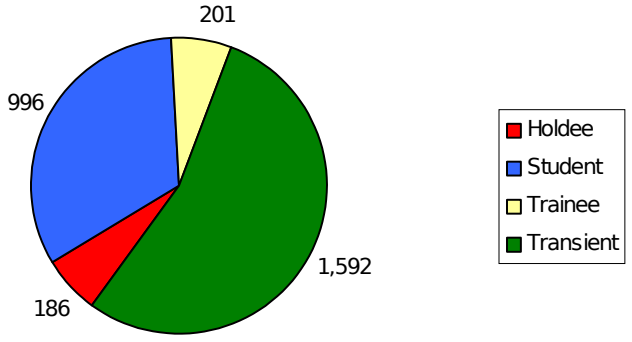
E1-E3 TTHS (FY00)



E4 TTHS (FY00)



E5 TTHS (FY00)



"Soldiers on Point for the Nat

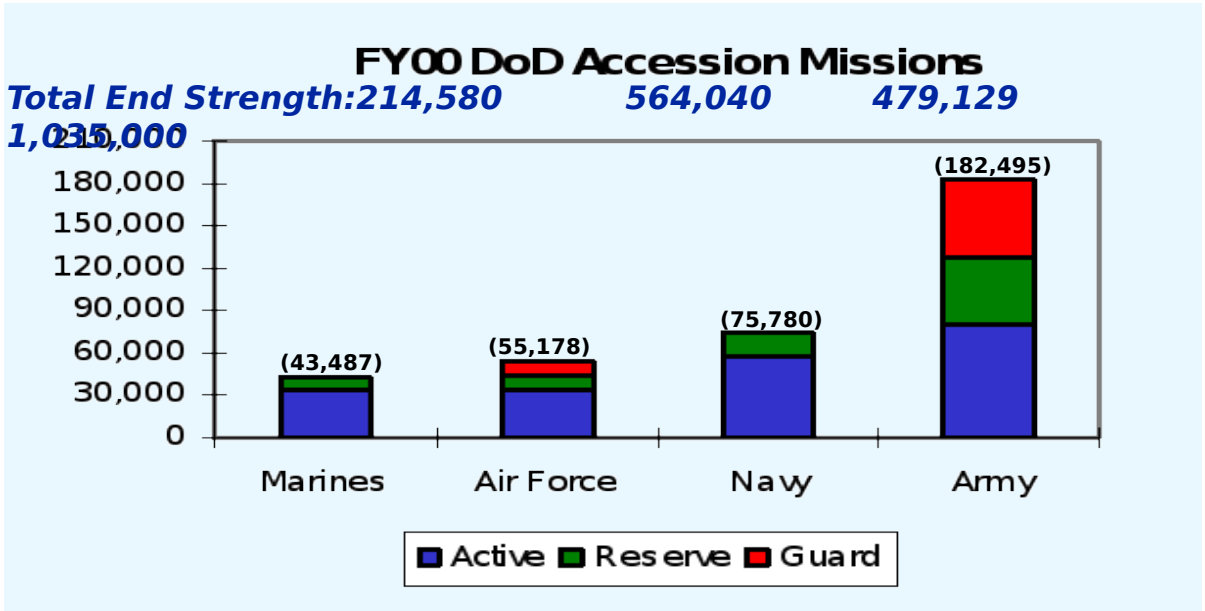
Recruiting: Volunteers

Mentor minorities to volunteer for Recruiting Duty

	ARMY	RECRUITERS	MKT REQ
Hispanic	7.6 %	6.5%	13.8%
Asian	4.8%	2.9%	1.5%

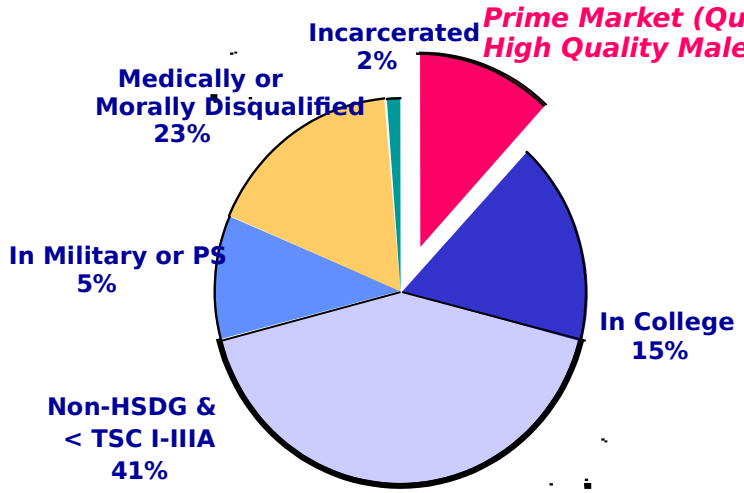
385 Hispanics and 180 Asians would have to be assigned to USAREC to meet market requirements.

Recruiting Environment



Army must take a **39%** share of active mission

Army must take a **51%** share of total mission


Prime Market (Qualified & Available High Quality Male) - 14% or 1.4 M
Incarcerated 2%
Medically or Morally Disqualified 23%
In Military or PS 5%
In College 15%
Non-HSDG & < TSC I-IIIA 41%

Unemployment Drops to 4.0 Percent

Bureau of Labor and Statistics, JUN 00

Economy is Best Since 1969.

Recruiting Environment is Toughest Since

r the Nat

Enlistment Incentives Challenge

Target

Tuition Reimbursement
Education Loans
Paid Training
401(k)
Pension
Paid Vacation/Holidays
Personal holidays/Leave
Medical/Dental Pl

Charleston SC Police Department

$30,000 for College
+ Salary and Benefits

McDonald's

Bonus Program
Educational Assistance
401(k)
Stock Purchase Plan
Paid Vacation/Holidays
Insurance
l/Dental Plan

Private Sector Competition

Taco Bell

Educational Assistance
Educational Loans
401(k)
Personal Pension Plan
Stock Purchase Plan
Paid Vacation/Holidays
Personal/Family Life Insurance
Medical/Dental Plan

UPS

"Hub 2000" Louisville,KY
Dormitory for College Students
Transportation to/from Work
Student Loans
Stock Purchase Plan
Medical Plan
Paid Vacations/Holidays
Flexible Hours

RadioShack

Tuition Reimbursement
401(k)
Stock Purchase Plan
Paid Vacation/Holidays
Medical/Dental Plan

"Soldiers on Point for the Nat

FY 00 Recruiting Highlights

FY00 Mission
AC - 80,000
USAR - 48,461
NG - 54,139

- 5,980 are on Production Recruiters (USAR-1,329 & ARNG-2,6
  - –Recruiting Corporals
  - –Scout (Hometown Recruiting Assistance) Program

- The Market
  - –Prior Service Mission: 7,000 Regular Army
    22,530 US Army Reserve
    27,071 Army National Guard
  - –Alternative High School Graduate Credential Opportunities 10%; All Test Score Category I-IIIA
  - –Quality Marks are 90/67/2

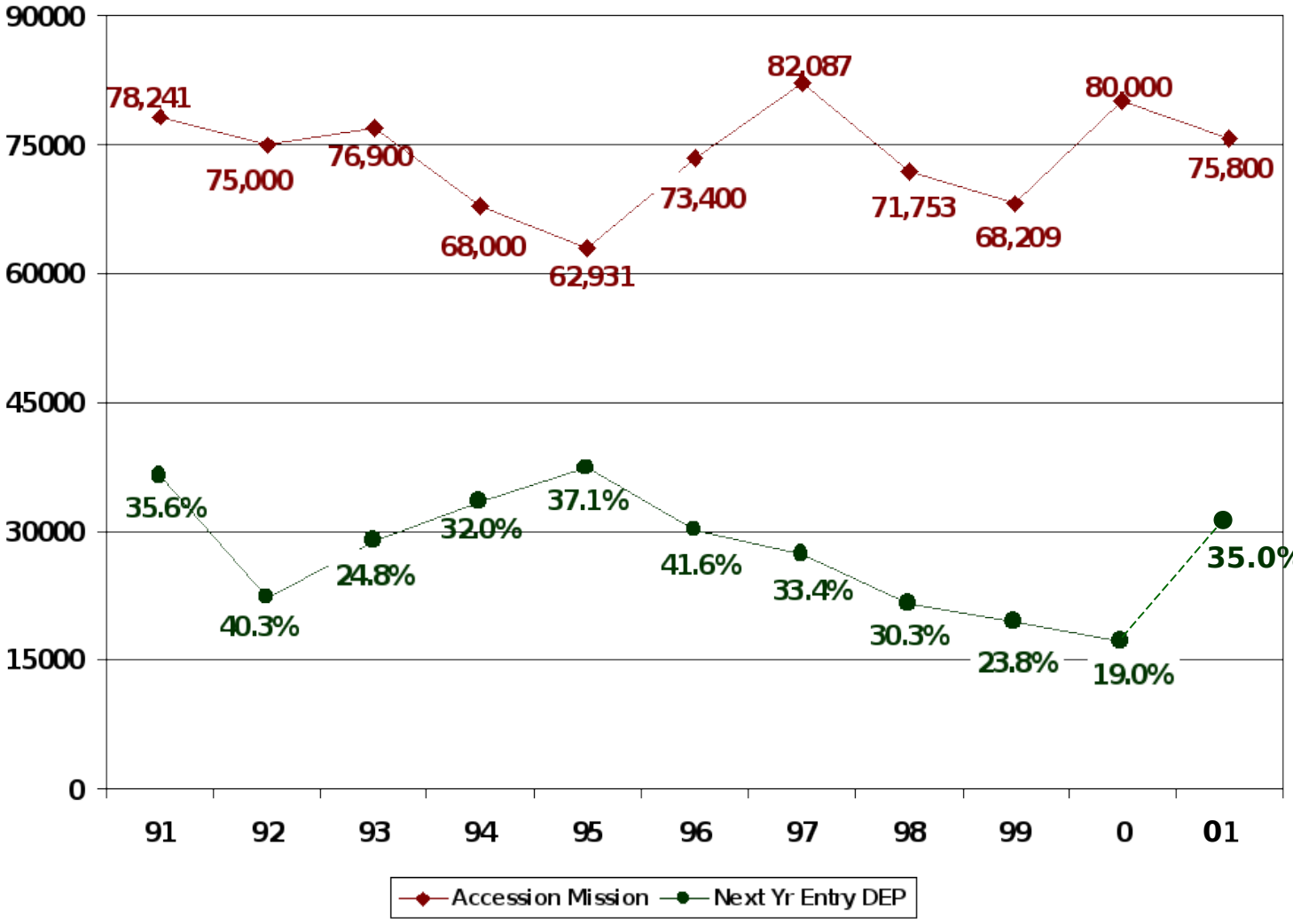
- 2 Years Term Of Service content 11%

- Enlistment Bonus $20K Max; Army College Fund $50K Max; Student Loan Repayment Program $65K

- Enlistment Bonus (USAR & ARNG) $8K Max; No Army College Fund; Student Loan Repayment Program $20K

"Soldiers on Point for the Nat

We've Made Previous Accession Missio
at a Cost to the DEP



We need 12,000 more contracts than accessions in FY 01 to rebuild the

"Soldiers on Point for the Nat

FY00 Retention

FY00 RA Mission Accomplishment (as of 10 SEP 00)

Category	Mission	Reenlisted	%
Initial Term:	12,441	13,213	106.2%
Mid Career:	14,798	16,076	108.6%
Career:	14,667	14,938	101.8%
Total:	41,906	44,227	105.5%
Reserve Transition	6,122	8,027	131.1%

FY 00 RA Retention Mis

Initial:	20,000
Mid Career:	23,200
Career:	24,800
Total:	68,000

FY01 RA Mission

Initial Term:	19,000
Mid Career:	22,000
Career:	22,400
Reserve:	10,500

FY00 USAR & ARNG Mission Accomplishment

Category	Mission	Reenlisted	%
Initial Term:			
USAR	1,826	1,877	102.8%
ARNG	6,006	5,815	95.8%
Career:			
USAR	5,921	5,925	100.1%
ARNG	17,428	19,334	110.9%
Total:			
USAR	7,748	7,802	100.7%
ARNG	23,494	25,149	107.5%

USAR as of 30 JUN
ARNG as of 31 AUG

FY00 RC Retention Miss

USAR - 48,461
ARNG - 54,034

Attrition

Near Term Challenge: Reduce First Term Attrition

- **First Term Attrition (*if current trends continue* ...) :**
  - We expect to lose 32.4% (20,675) of the FY99 enlistees within their first three years, which is running below the Army average of 36.7%
  - Annualized Training Base Attrition is down to 12.7% (Goal is 12%)
  - Annualized Unit Attrition is down to 6.4% (Goal is 5%)

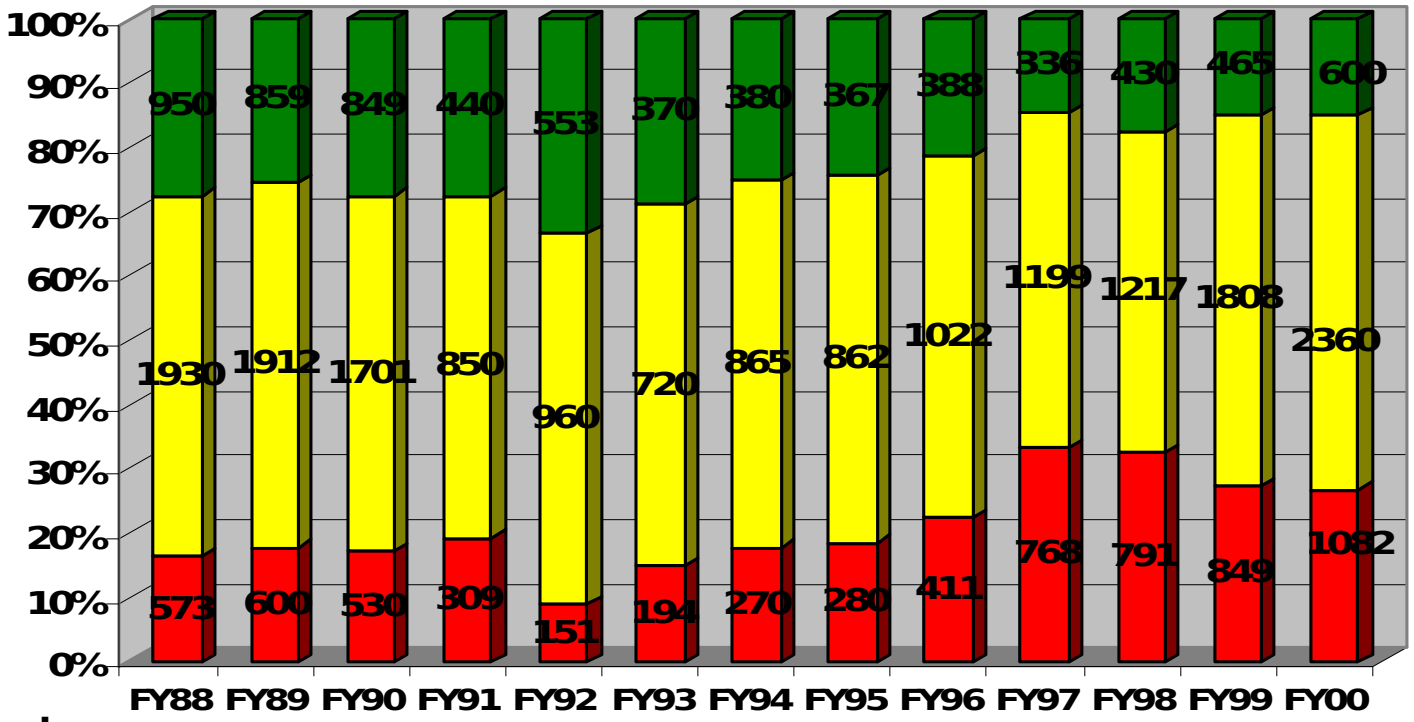
- **Some of the Loss Types:**
  - Entry Level Separations (26% ~ 5,375 losses from Training Base)
  - Adverse Separations (29% ~ 6,000 losses from Units)
  - Physical Disability Separations (27% ~ 5,580 losses from Units and Training Base)
- **Effect: For every soldier we lose we must recruit a soldie**

EPMS -- Start of FY01

GRADE	NCOES	RCP	TIS	NEXT BOARD	CONS/SEL/%
(SPC/CPL)/(P)		10/131.7			
SGT/SGT(P)	PLDC	15/204.4			10,191
SSG					
SFC	BNCOC	20	8.7		19,017
MSG	ANCOC	24	14.0	30 MAY 01	29,072/5,672/19.5%
SGM/CSM		26	17.6		
	SMC	30	21.4	30 JAN 01	17,421/2,133/12.2%
				02 OCT 01	

DFR Trends

TOTALS: 3453 3371 3080 1599 1664 1284 1515 1509 1821 2303 2438 3122 4042



80% are First-Termers

> 36
7-36
0-6

Legend reflects months-in-servi at time soldier w declared DFR.

Percent Inventory: 0.5% 0.5% 0.5% 0.3% 0.3% 0.3% 0.3% 0.3% 0.4% 0.6% 0.6% 0.8% 1.02

Prepared by DAPE-MPE (dac) 28 Mar 01
Source: SIDPERS January 2001 data

Attrition Council

"Soldiers on Point for the Nat

Issues

- AR 670-1
  AR 600-9
- Suicide Prevention
- SGT Promotions
- VEAP to MGIB Conversion
  - -Window NOV 00 - OCT 01
- Thrift Savings Plan
- Government Credit Card Debt
- AUAO
- -Homebase and Advance Assignment Program
- -CSM rotation in Korea
- -Good Conduct Medal Award

CURRENT PROMOTION ISSUES

- MILPER MSG 00-070, 21 DEC 99
- Conditional Promotions Effective 1 MAY
  - **5000(app) who have met cutoff**
  - **Some number in system w/flag or bar codes???**
  - **Will still experience PLDC failures - revoke promotion**
  - **Will experience soldiers PCSing without PLDC to and from overseas**
  - **Monitor 9-month roster closely**
- Working toward 3-month cutoff score projections
- Working leverage of RC PLDC

- No issues

- 500-600 conditional promotions more than 10 months old w/o ANCOC
- Approximately 2000 conditional promotions in system now

- No issues

- Fill USASMA to 500 AC level
- Review MSG(non-p) fill to consider some number who are outside promotion zone
- Monitor closely non-res requirement
- Monitor non-res course completion